### **OCCFLD 31XX ISSUES**



### 2005 TMO TACK-ON 29 APR 05



### Assignments



LDO PyramidI&L CLNC

CPCA CBJA MCLC DDSP MPL

# I&L MFR II MEF IWA 1st/2nd FSSG Miramar

I MEF is an over staff & we do not plan to fill until it is hard lined or tasked.



### Assignments



WO/CWO Pyramid
 29 Palms

MFP Yuma

Eustis CJNC HQMC Beaufort Cherry Point

1st/2nd TSB CBJA MCRD MCLC MCBA MFL JPPSO-HI

CBJA has an overstaff that we do not plan to fill until it is hard lined or tasked.



## Training/School House



- FY-06 split locations
- Three new courses
- MarineNet



### Manpower 101



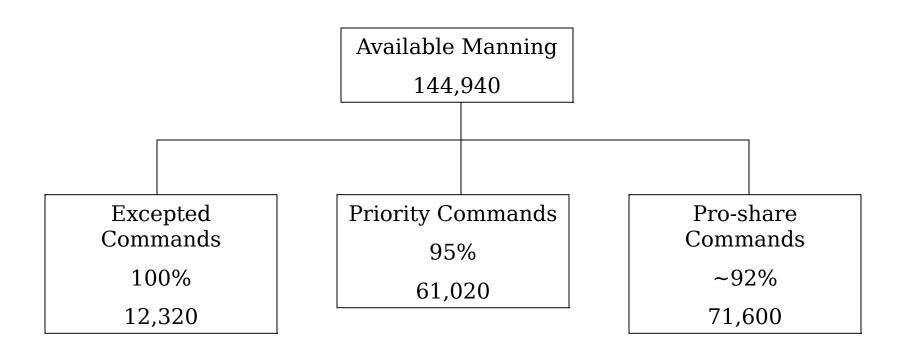
• Staffing Precedence Levels



### Manpower 101



Available manning is then apportioned across the Marine Corps by DC Combat Development to manning precedence.





### Manpower 101



End Strength 175,000
P2T2 30,060
Avail Manning 144,940
T/O Structure Rqmts 154,900
Manpower Delta - 9,060

External Rqmts 500

Actual T/O Shortfalls - 9,560

There isn't enough \$\$ to buy every space; delta of  $\sim$ 9,560



### Mil/Civ Conversions



- MCBH
- Henderson Hall
- MCBJ
- MCRD SD ?
- MCAS Ch Pt?



### **TFS**



- Realignment
- Promotions







1	Name	14	Civ Ed
2	Zone	15	Mil Ed
3	Brief as a #	16	PME
4	Adv? Show Cause?	17	Personal Awards
5	Curr Assign? Since?	18	JT Billets
6	Curr Billet?	19	Acq Prof Billet
7	Ltr to Board?	20	Cmd Billets?
8	Pri MOS? Skill Shortage?	21	Staff Billet?
9	Pic? Curr?	22	Remarks
10	Personal Appear	23	Gen Value to Svc
11	2 <sup>nd</sup> MOS	24	Relative Value
12	Rifle/Pistol/PFT/MCMAP	25	RO Assessment
13	Language Skill	26	Recommendation



### **Promotion Board**



- Relative Value
- RS Issues
- RO Snapshot
- RO Distribution
- Order OMPF



### Relative Value



- A numerical representation of how the average of a single fitness report compares to the average of all reports written by an RS on Marines of the same grade.
- Assists in evaluating the RS's marking philosophy
- Quantitative analysis of performance in relation to peers
- Only one of many items on the report



# Calculate Report <u>Average</u>



#### As it appears on the MBS:

PEF	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	CO	PME	DEC	JUD	EVAL
									M				RES
													P
E	D	С	С	С	D	С	С	D	С	В	С	С	Н

As it translates numerically: (A=1 to G=7, Not Obs H=0)

PER	PRO	COU	EFF	INI	LEA	DEV	SET	ENS	CO	PME	DEC	JUD	<b>EVAL</b>
									M				RES
													P
5	4	3	3	3	4	3	3	4	3	2	3	3	0

Add the marks - 43

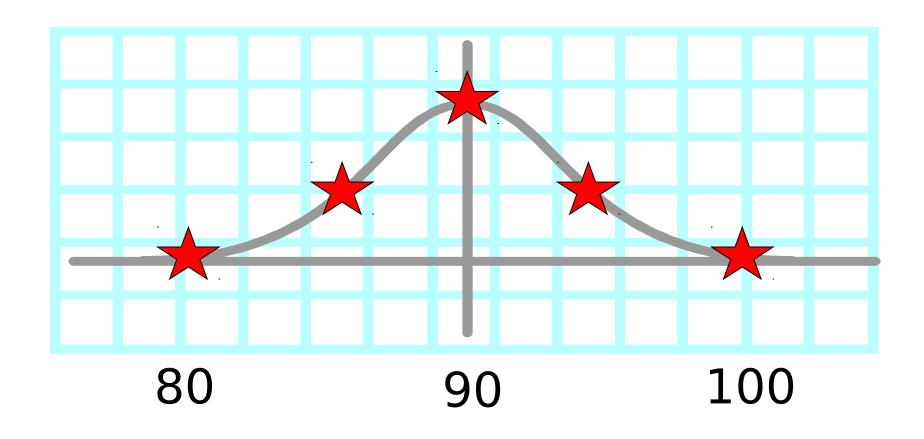
Divide by # of observed marks - 43/13 = 3.31

FitRep Avg = 3.31



### Scale from 80 to 100







### RV displayed on MBS



#RPTS	REL	#RPT	REL	R	.O						
@PRO	VAL @	S	VAL	CONCURS							
C	PROC	CUM	CUM	Y	N						
8	90.49	10	89.91	X							
		_	_		_						
Gi+D 🦰	10	DC	$C_{11m}$	7	DC						

FitR<mark>ep</mark>

**.** 3.31

RS Cum

Avg: 3.31

RS

High:

Best report on this grade (Rt side of curve=100%)

The specific fitrep

The RS's avg for <u>all</u> reports written on this

<u>grade</u>



### RV on MBS



NAME	SSN	GRADE	RANKI	DESCRIPTION	DOR	COME	LINEAL	NO F	MOS .	AMOS-AM	OS GT/GCT	PERM GR	PERM DOR
MARINE IAM A.	123456789	04	12741417	MAJ	19990501	USMC				957 /	119	04	19990501
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1 COMPANY I, 3D BATTALION,	RIFLE COMPANY COMMANDER CAPT N 0302	GC	19980801	E E E	E E E	D E	D E E	E E E	×	×	9 91	1.95 11	90.68 X
LTCOL JOHNSON			19990431	to the second of		505 SES SES						RS Cum Avg: 4.78	RS High: 5.86
	COL BECKER	3 63	,	RO: 0/1	1/2 4	/3 10/4	11/5	7/6 2/	7 0/8				
2 3RDBN 2NDMAR 3RDMARDIV	BATTALION OPERATIONS OFFIC MAJ N 0302	CH	19990501	C D D	D D D	D D	C D B	D D C	X	9	7 83	3.59 7	83.59 X
LTCOL JOHNSON			19990826				-			Fit Av		RS Cum Avg: 4.06	RS High: 4.71
	COL BECKER			<b>RO</b> : 0/1	0/2 6	/3 10/4	10/5	4/6 1/	7 0/8				
3 3RDBN 2NDMAR 3RDMARDIV	BATTALION OPERATIONS OFFIC MAJ N 0302	TR	19990827	с в с	с в в	вс	с в в	ССС	X		3 93	3.92 5	94.44 X
LTCOL MORGAN		9	20000702									RS Cum Avg: 2.46	RS High: 2.71
	COL BECKER			<b>RO</b> : 0/1	0/2 6	/3 10/4	10/5	4/6 1/	7 0/8				
4 COLLEGE OF NAVAL COMMA	STUDENT MAJ A NA	TR	20000701	D D H I	н н	нн	ннн	н н н	×			I/A	N/A
COL STEIN			20010615	10 127 127		10 10 10			***			RSCum Avg: 4	RS High: 4
	RDMU ALLEN			<b>RO</b> : 0/1	0/2 0	/3 2/4	3/5	2/6 1/	7 0/8				
5 HQSVC CO HQBN ARLINGTO	CURRENT OPERATIONS MAJ N 0302	AN :	20010616	E D E I	D E D	C D	D D E	D D H	×		1 N	I/A 4	85.51 X
COL WRIGHT			20020630	9								RS Cum Avg: 4.52	RS High: 5.15
	BGEN TURNER			RO: 0/1	0/2 0	/3 7/4	19/5 1	2/6 0/	7 0/8				



### RS Issues



- Consistent reporting is key
- Half the reports you write will be below your average
- If you mark a report higher to help a Marine you are really hurting all the previous Marines you have written on
- A Sgt report is as important as any other report



### RO Snapshot



#### As it appears on the OMPF:

K. REVIEWING C	FFICER COMMENTS	S
1. OBSERVATIONX Sufficie	ent 🗆 Insufficient	2. EVALUATION Concur Do Not Concur
3. COMPARATIVE	DESCRIPTION	COMPARATIVE EVALUATION
ASSESSMENTProvide a comparative assessement of potential by placing an "X" in the appropriate box. In marking the comparison, consider all Marine this grade whose professional abilities are known to you personnally.	ONE OF THE FEW	ARINES  JALIFIED  THE  D  THE  THE
4. REVIEWING OFFICER COMI include: promotion, command, and some state of the best of my knowledge and belief all entries hereon are true and without prej partiality.	assignment, resident PME, and retenti	ent mark; evaluate potential for continued professional develocion; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspection; and put Reporting Senior marks and comments in perspections.

### RO distribution on

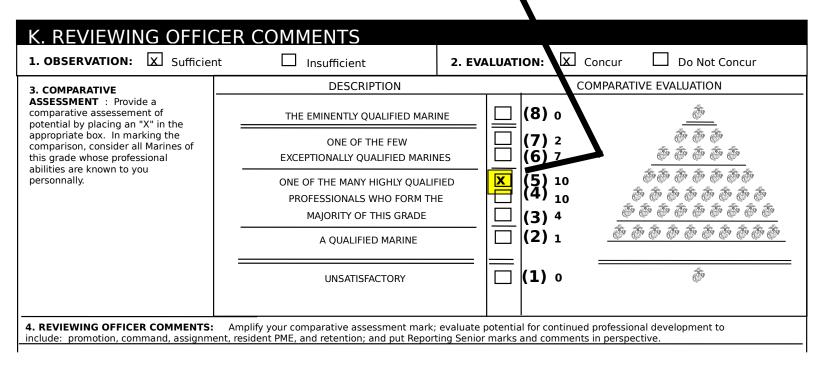
 $oldsymbol{t}$  appears on the MBS:  $oldsymbol{ar{\Lambda}}$ 

MBS

**RO:** 0/1 1/2 4/3 10<mark>/4 1</mark>1/5 7/6 2/7

J/8

As it appears in the OMPF:





# RO distribution on MBS



	NAME			SSN	GF	RADE	RANK I	DESC	CRIP	TION		DOR		COI	MP	LI	NEAL	NO.	8	PM	os	Al.	MOS	-AMC	S	GT/G	CT PI	ERM GR	PE	ERM DOR
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### Order Profiles / OMPF



- OMPF now on CD
- Order OMPF/MBS/Profiles by:
  - E-mail (preferred)
    - mmsbompf@manpower.usmc.mil
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  - Mail
    - Commandant of the Marine Corps
       Headquarters, U.S. Marine Corps (MMSB-30)
       2008 Elliot Road
       Quantico, VA 22134-5030



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